



NORTH CAROLINA GENERAL ASSEMBLY
AMENDMENT
House Bill 15

AMENDMENT NO. _____
(to be filled in by
Principal Clerk)

H15-ATC-120 [v.1]

Page 1 of 7

Amends Title [YES]
First Edition

Date _____, 2015

Representative Blackwell

1 moves to amend the bill on page 1, line 4, by inserting the following after "SCHOOLS,";

2
3 "AND TO ESTABLISH THE OFFICE OF PRINCIPAL PREPARATION,";

4
5 And on page 1, lines 13-14, by inserting the following between those lines:

6
7 **"SECTION 1.5.** Section 11.9 of S.L. 2015-241 reads as rewritten:

8 **"SECTION 11.9.(a)** Purpose. – The purpose of this section is to establish a
9 competitive grant program for eligible entities to elevate educators in North Carolina public
10 schools by transforming the preparation of principals across the State. The State Education
11 Assistance Authority (Authority) shall administer this grant program through the Office of
12 Principal Preparation established within the Authority pursuant to subsection (d) of this section
13 ~~a cooperative agreement with a private, nonprofit corporation~~ to provide funds for the
14 preparation and support of highly effective future school principals in North Carolina.

15 **SECTION 11.9.(b)** Definitions. – For the purposes of this section, the following
16 definitions apply:

- 17 (1) Eligible entity. – A for-profit or nonprofit organization or an institution of
18 higher education that has an evidence-based plan for preparing school
19 leaders who implement school leadership practices linked to increased
20 student achievement.
- 21 (2) High-need school. – A public school, including a charter school, that meets
22 one or more of the following criteria:
- 23 a. Is a school identified under Part A of Title I of the Elementary and
24 Secondary Education Act of 1965, as amended.
- 25 b. Is a persistently low-achieving school, as identified by the
26 Department of Public Instruction for purposes of federal
27 accountability.
- 28 c. A middle school containing any of grades five through eight that
29 feeds into a high school with less than a sixty percent (60%)
30 four-year cohort graduation rate.
- 31 d. A high school with less than a sixty percent (60%) four-year cohort
32 graduation rate.



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NORTH CAROLINA GENERAL ASSEMBLY
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H15-ATC-120 [v.1]

Page 2 of 7

- 1 (3) Principal. – The highest administrative official in a public school building
2 with primary responsibility for the instructional leadership, talent
3 management, and organizational development of the school.
4 (4) School leader. – An individual employed in a school leadership role,
5 including principal or assistant principal roles.
6 (5) Student achievement. – At the whole school level, after three years of
7 leading a school, consistent and methodologically sound measures of:
8 a. Student academic achievement.
9 b. Aggregated individual student academic growth.
10 c. Additional outcomes, such as high school graduation rates, the
11 percentage of students taking advanced-level coursework, or the
12 percentage of students who obtain a career-related credential through
13 a national business certification exam.

14 **SECTION 11.9.(c)** Program Authorized. – The Authority shall award grants to
15 eligible entities to support programs that develop well-prepared school leaders in accordance
16 with the provisions of this section. The Authority shall establish any necessary rules to
17 administer the grant program.

18 ~~**SECTION 11.9.(d)** Contract With a Nonprofit for Administration. – By November~~
19 ~~1, 2015, the Authority shall issue a Request for Proposal (RFP) for a private, nonprofit~~
20 ~~corporation to contract with the Authority for the administration of the program, including~~
21 ~~making recommendations to the Authority for the award of grants, as authorized by this~~
22 ~~section. The nonprofit corporation applying to the Authority shall meet at least the following~~
23 ~~requirements:~~

24 ~~(1) The nonprofit corporation shall be a nonprofit corporation organized pursuant to~~
25 ~~Chapter 55A of the General Statutes and shall comply at all times with the provisions of section~~
26 ~~501(c)(3) of the Internal Revenue Code.~~

- 27 ~~(2) The nonprofit corporation shall employ sufficient staff who have~~
28 ~~demonstrated a capacity for the development and implementation of grant~~
29 ~~selection criteria and a selection process to promote innovative school leader~~
30 ~~education programs, including:~~
31 ~~a. Focus on school leader talent.~~
32 ~~b. Expertise supporting judgments about grant renewal based on~~
33 ~~achievement of or substantial school leader progress toward~~
34 ~~measurable results in student achievement.~~
35 ~~c. Expectation of creating positive experiences working with the~~
36 ~~educational community in North Carolina to establish the foundation~~
37 ~~for successfully administering the programs set forth in this section.~~

38 ~~(3) The nonprofit corporation shall comply with the limitations on lobbying set~~
39 ~~forth in section 501(c)(3) of the Internal Revenue Code.~~

40 ~~(4) No State officer or employee may serve on the board of the nonprofit~~
41 ~~corporation.~~

42 ~~(5) The board of the nonprofit corporation shall meet at least quarterly at the call~~
43 ~~of its chair.~~

NORTH CAROLINA GENERAL ASSEMBLY
AMENDMENT
House Bill 15

AMENDMENT NO. _____
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H15-ATC-120 [v.1]

Page 3 of 7

1 **SECTION 11.9.(d)** Establish Office of Principal Preparation. There is established
2 within the State Education Assistance Authority (Authority) an Office of Principal Preparation
3 (Office). The Office shall have the following responsibilities:

- 4 (1) To make recommendations to the Authority for the award of grants, as
5 authorized by this section.
6 (2) To develop and oversee the selection criteria, the selection process, selection
7 outreach efforts, renewal, continuation, and reporting criteria.
8 (3) To build a portfolio of approved technical assistance providers to grantees.
9 (4) To work with the educational community across North Carolina to
10 successfully implement each of the programs outlined in this act.

11 ~~**SECTION 11.9.(e)** Report on Selection of the Nonprofit. — The Authority shall~~
12 ~~select a nonprofit corporation to enter into a contract with to administer the program by January~~
13 ~~15, 2016. The Authority shall report to the Joint Legislative Education Oversight Committee on~~
14 ~~the selection of the nonprofit corporation by February 1, 2016.~~

15 **SECTION 11.9.(e)** Office Director and staff. The Executive Director of the
16 Authority shall appoint a director of the Office and shall employ sufficient Office staff who
17 have demonstrated a capacity for the development and implementation of grant selection
18 criteria and a selection process to promote innovative school leader education programs,
19 including all of the following: (i) focus on school leader talent; (ii) expertise supporting
20 judgments about grant renewal based on achievement of or substantial school leader progress
21 toward measurable results in student achievement; and (iii) expectation of creating positive
22 experiences working with the educational community in North Carolina to establish the
23 foundation for successfully administering the programs set forth in this section.

24 Notwithstanding any other provision of law, any employee hired as Office staff, including
25 the Director of the Office, who voluntarily relinquishes annual longevity payments,
26 relinquishes any claim to longevity pay, voluntarily relinquishes any claim to career status or
27 eligibility for career status as approved by the Executive Director of the Authority and the
28 Director of the Office of State Human Resources (OSHR) is exempt from all of the following:
29 (i) the classification and compensation rules established by the State Human Resources
30 Commission pursuant to G.S. 126-4(1) through (4); (ii) G.S. 126-4(5) only as it applies to hours
31 and days of work, vacation, and sick leave; (iii) G.S. 126-4(6) only as it applies to promotion
32 and transfer; (iv) G.S. 126-4(10) only as it applies to the prohibition of the establishment of
33 incentive pay programs; and (v) Article 2 of Chapter 126 of the General Statutes, except for
34 G.S. 126-7.1.

35 **SECTION 11.9.(f)** Application Requirements. ~~—The nonprofit corporation~~
36 ~~entering into a contract with the Authority under subsection (d) of this section~~ The Office shall
37 issue an initial RFP with guidelines and criteria for the grants no later than March 1, 2016.
38 January 1, 2016. An eligible entity that seeks a grant under the program authorized by this
39 section shall submit to the ~~nonprofit corporation~~ Office an application at such time, in such
40 manner, and accompanied by such information as the ~~nonprofit~~ Office may require. An
41 applicant shall include at least the following information in its response to the RFP for
42 consideration by the ~~nonprofit corporation~~ Office:

NORTH CAROLINA GENERAL ASSEMBLY
AMENDMENT
House Bill 15

AMENDMENT NO. _____
(to be filled in by
Principal Clerk)

H15-ATC-120 [v.1]

Page 4 of 7

- (1) The extent to which the entity has a demonstrated record of preparing school leaders who implement school leadership practices linked to increased student achievement.
- (2) The extent to which the entity has a rigorous school leader preparation program design that includes the following research-based programmatic elements:
 - a. A proactive, aggressive, and intentional recruitment strategy.
 - b. Rigorous selection criteria based on competencies that are predictive of success as a school leader, including, but not limited to, evidence of significant positive effect on student learning growth in the classroom, at the school-level, and the local school administrative unit-level, professional recommendations, evidence of problem solving and critical thinking skills, achievement drive, and leadership of adults.
 - c. Alignment to high-quality national standards for school leadership development.
 - d. Rigorous coursework that effectively links theory with practice through the use of field experiences and problem-based learning.
 - e. Full-time clinical practice of at least five months in duration in an authentic setting, including substantial leadership responsibilities where candidates are evaluated on leadership skills and effect on student outcomes as part of program completion.
 - f. Multiple opportunities for school leader candidates to be observed and coached by program faculty and staff.
 - g. Clear expectations for and firm commitment from school leaders who will oversee the clinical practice of candidates.
 - h. Evaluation of school leader candidates during and at the end of the clinical practice based on the North Carolina School Executive Evaluation Rubric.
 - i. A process for continuous review and program improvement based on feedback from partnering local school administrative units and data from program completers, including student achievement data.
 - j. Established relationship and feedback loop with affiliated local school administrative units that is used to inform and improve programmatic elements from year to year based on units' needs.

SECTION 11.9.(g) Priorities. – The ~~nonprofit corporation~~ Office shall evaluate the applicants for grants by giving priority to an eligible entity with a record of preparing principals demonstrating the following:

- (1) Improvement in student achievement.
- (2) Placement as school leaders in eligible schools.
- (3) A proposed focus on and, if applicable, a record of serving high-need schools, high-need local school administrative units, or both.

NORTH CAROLINA GENERAL ASSEMBLY
AMENDMENT
House Bill 15

AMENDMENT NO. _____
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H15-ATC-120 [v.1]

Page 5 of 7

- 1 (4) A detailed plan and commitment to share lessons learned and to improve the
2 capacity of other entities in reaching similar outcomes.

3 **SECTION 11.9.(h)** Uses of Funds. — ~~By June 1, 2016, the nonprofit corporation~~
4 By March 1, 2016, the Office shall recommend to the Authority the recipients of grants under
5 the program. Each eligible entity that receives grant funds shall use those funds to carry out the
6 following:

- 7 (1) Recruiting and selecting, based on a rigorous evaluation of the competencies
8 of the school leader candidates participating in the program and their
9 potential and desire to become effective school leaders.
- 10 (2) Operating a school leader preparation program by doing the following:
- 11 a. Utilizing a research-based content and curriculum, including
12 embedded participant assessments to evaluate candidates before
13 program completion, that prepares candidates to do the following:
- 14 1. Provide instructional leadership, such as developing teachers'
15 instructional practices and analyzing classroom and
16 school-wide data to support teachers.
- 17 2. Manage talent, such as developing a high-performing team.
- 18 3. Build a positive school culture, such as building a strong
19 school culture focused on high academic achievement for all
20 students, including gifted and talented students, students with
21 disabilities, and English learners, maintaining active
22 engagement with family and community members, and
23 ensuring student safety.
- 24 4. Develop organizational practices, such as aligning staff,
25 budget, and time to the instructional priorities of the school.
- 26 b. Providing opportunities for sustained and high-quality job-embedded
27 practice in an authentic setting where candidates are responsible for
28 moving the practice and performance of a subset of teachers or for
29 school-wide performance as principal-in-planning or interim school
30 leaders.
- 31 (3) Collecting data on program implementation and program completer
32 outcomes for continuous program improvement.

33 **SECTION 11.9.(i)** Duration of Grants. — ~~The nonprofit corporation~~ Office shall
34 also recommend to the Authority the duration and renewal of grants to eligible entities
35 according to the following:

- 36 (1) The duration of grants shall be as follows:
- 37 a. Grants shall be no more than five years in duration.
- 38 b. The ~~nonprofit corporation~~ Office may recommend renewal of a grant
39 based on performance, including allowing the grantee to scale up or
40 replicate the successful program as provided in subdivision (2) of this
41 subsection.

NORTH CAROLINA GENERAL ASSEMBLY
AMENDMENT
House Bill 15

AMENDMENT NO. _____
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H15-ATC-120 [v.1]

Page 6 of 7

(2) In evaluating performance for purposes of grant renewal and making recommendations to the Authority, the ~~nonprofit corporation~~ Office shall consider:

- a. For all grantees, the primary consideration in renewing grants shall be the extent to which program participants improved student achievement in eligible schools.
- b. Other criteria from data received in the annual report in subsection (j) of this section may include the following:
 1. The percentage of program completers who are placed as school leaders in this State within three years of receiving a grant.
 2. The percentage of program completers who are rated proficient or above on the North Carolina School Executive Evaluation Rubric.

SECTION 11.9.(j) Reporting Requirements for Grant Recipients. – Recipients of grants under the program shall submit an annual report to the ~~nonprofit corporation contracting with the Authority,~~ Office beginning in the third year of the grant, with any information requested by the ~~nonprofit corporation.~~ Office. Whenever practicable and within a reasonable amount of time, grant recipients shall also make all materials developed as part of the program and with grant funds publically available to contribute to the broader sharing of promising practices. Materials shall not include personally identifiable information regarding individuals involved or associated with the program, including, without limitation, applicants, participants, supervisors, evaluators, faculty, and staff, without their prior written consent. The ~~nonprofit corporation~~ Office shall work with recipients and local school administrative units, as needed, to enable the collection, analysis, and evaluation of at least the following relevant data, within necessary privacy constraints:

- (1) Student achievement in eligible schools.
- (2) The percentage of program completers who are placed as school leaders within three years in the State.
- (3) The percentage of program completers rated proficient or above on school leader evaluation and support systems.

SECTION 11.9.(k) Licensure Process. – By June 1, 2016, the State Board of Education shall adopt a policy to provide for a specific licensure process applicable to school administrators who provide documentation to the State Board of successful completion of a principal preparation program selected for a competitive grant in accordance with this section.

SECTION 11.9.(l) Evaluation and Revision of Program. – The ~~nonprofit corporation administering the program~~ Office shall provide the State Board of Education with the data collected in accordance with subsection (j) of this section on an annual basis. By September 15, 2021, the State Board of Education, in coordination with the Board of Governors of The University of North Carolina, shall revise, as necessary, the licensure requirements for school administrators and the standards for approval of school administrator preparation programs after evaluating the data collected from the grant recipients, including the criteria used in selecting grant recipients and the outcomes of program completers. The State

NORTH CAROLINA GENERAL ASSEMBLY

AMENDMENT

House Bill 15

AMENDMENT NO. _____

(to be filled in by

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H15-ATC-120 [v.1]

Page 7 of 7

1 Board of Education shall report to the Joint Legislative Education Oversight Committee by
2 November 15, 2021, on any changes made to the licensure requirements for school
3 administrators and the standards for approval of school administrator preparation programs in
4 accordance with this section.

5 **SECTION 11.9.(m)** Extension of certain deadlines. The General Assembly finds
6 that it is important for the competitive grant program established by this act be implemented in
7 a timely manner so that the program will be available as soon as possible for eligible entities
8 which will in turn benefit students who have the potential and desire to become effective school
9 leaders. However, if the Office makes a good faith effort to meet the deadlines established in
10 subsections (f) and (h) of this section and the Authority determines that additional time is
11 required to satisfactorily meet those deadlines, the deadlines under each of those subsections
12 may be extended by an additional 30 days.

13 **SECTION 11.9.(m)(n)** Of the funds appropriated each fiscal year for this program,
14 the sum of five hundred thousand dollars (\$500,000) shall be allocated to the State Education
15 Assistance Authority to ~~contract with the nonprofit corporation selected pursuant to subsection~~
16 ~~(e) of this section to establish and administer the program. The State Education Assistance~~
17 ~~Authority may use up to five percent (5%) of those funds each fiscal year for administrative~~
18 ~~costs.~~ be used as follows:

19 (1) \$475,000 shall be used to hire the Office director and office staff, and for the
20 operating expenses of the Office.

21 (2) \$25,000 shall be used by the State Education Assistance Authority for the
22 Authority's administrative costs regarding the program created by this act.

23 **SECTION 11.9.(n)(o)** Beginning with the 2016-2017 fiscal year, of the funds
24 appropriated for this program, the sum of five hundred thousand dollars (\$500,000) shall be
25 allocated each fiscal year to the State Education Assistance Authority to award grants to
26 selected recipients."

SIGNED _____
Amendment Sponsor

SIGNED _____
Committee Chair if Senate Committee Amendment

ADOPTED _____ FAILED _____ TABLED _____